



Personnel Visibility (PV)

A Business Enterprise Priority (BEP)

What is PV?

Personnel Visibility (PV) is a Department of Defense (DoD)-wide priority identified by the DoD Human Resources Management Core Business Mission Area (HRM CBMA). PV is defined as having real time, reliable information that provides visibility of military Service members, civilian employees, military retirees, contractors (in theater), and other U.S. personnel, across the full spectrum – during peacetime and war, through mobilization and demobilization, for deployment and redeployment, while assigned in a theater of operation, at home base, and into retirement. This includes ensuring timely and accurate access to compensation and benefits for DoD personnel and their families and ensuring that Combatant Commanders have access to the timely and accurate data on personnel and their skill sets.

What are the goals of PV?

- ◆ Ensure timely and accurate access to compensation and benefits for DoD personnel and their families; and
- ◆ Provide decision makers with real-time, reliable information on the Department's human resources—military service members, civilian employees, military retirees, contractors (in theater), and other U.S. personnel.

What Are the Benefits of PV?

PV supports the warfighter by providing:

- ◆ Access to the right types of people, in the appropriate quantity, and at the right place and time, to help ensure mission success;
- ◆ Timely personnel information that will increase recruiting in the skill sets needed;
- ◆ Consolidation of personnel functions in theater, allowing utilization of additional resources;
- ◆ Accurate and timely access to data on personnel and their skill sets for Combatant Commanders;
- ◆ Access to more reliable and accurate personnel information for warfighting mission planning;
- ◆ Reduction or elimination of duplicative data capture and access activities; and
- ◆ Improved accuracy, completeness, and timeliness of personnel strength reports.

PV supports the Service member/Employee by providing:

- ◆ Accurate and timely access to compensation, quality of life, and other benefits for DoD personnel and their families;
- ◆ Improved military healthcare delivery through a more efficient healthcare claims system, more accurate patient diagnostic coding, and joint medical material asset visibility; and
- ◆ Improved occupational safety through analysis of environmental and safety information and related personnel exposures.

PV supports the taxpayer by providing:

- ◆ Better financial planning, accounting and reporting activities that increase accountability and the best use of the taxpayer's dollar; and
- ◆ Decreased operational costs and cycle times, enabled by increased consistency of data, reduced re-work, and data calls.

PV supports the decision makers (DoD and Congress) by providing:

- ◆ Commanders and/or managers a more accurate picture of the Department's current operational capabilities. This information will support their determination of whether the Department can support a particular operation or mission from a personnel perspective;
- ◆ Accurate and timely personnel reports and making this information more readily available; and
- ◆ Enhanced in-transit visibility of medical patients. This will give commanders/managers the ability to see a current, big-picture view of patient movement, diagnosis status, injury type, length of stay in a military treatment facility, and patient disposition.

How will the Department of Defense achieve PV?

The Department will employ principles of clear standards, clear lines of authority, and tiered accountability through its governance structure. To achieve this end, the HRM CBMA has identified the following objectives for PV:

- ◆ Facilitate access to more reliable and accurate personnel information for planning warfighting missions;
- ◆ Facilitate decreased operational cost and cycle times, enabled by enhanced data standards, reduced re-work, and data calls;
- ◆ Improve accuracy, completeness, and timeliness of personnel strength reports; and
- ◆ Reduce or eliminate duplicative data.

What Has PV Accomplished?

In an effort to fulfill the Department's transformation objectives, the HMR CBMA has:

- ◆ Identified systems and initiatives that will drive the DoD's first iteration of business transformation;
- ◆ Documented processes, data, business rules, and operating requirements in support of the Department's Business Enterprise Architecture development; and
- ◆ Identified information exchanges—at the DoD enterprise level—that support the fulfillment of PV.